



## CITY OF SAN JOSE, CALIFORNIA

---

200 East Santa Clara Street – Wing, 2<sup>nd</sup> Floor  
San José, California 95113  
Telephone (408) 535-1265  
FAX (408) 292-6207

### CIVIL SERVICE COMMISSION

Bill Brill, Chair  
Joan Smith Vice Chair  
Margaret Akdeniz  
Roy Truitt  
Holden Green

### **CIVIL SERVICE COMMISSION Minutes of the Commission April 16, 2013**

The Civil Service Commission of the City of San José convened on April 16, 2013, in Room W262, San José City Hall, at 6:13 p.m.

PRESENT: Commissioner Brill, Smith, Akdeniz, Truitt and Green.  
ABSENT: None

Presiding Officer Akdeniz stated this meeting had been reconvened to hear the appeal of dismissal of Geoffrey Cady, Administrative Officer, San Jose Fire Department. It was determined that the appellant, representing himself; Senior Deputy City Attorney Nkia Richardson, representing the respondent, City of San José; Fire Chief William McDonald, and OER Representative, Elisa Patel, were present and all parties were ready to proceed.

Senior Deputy City Attorney Nkia stated that during the pre-hearing conference the respondent voiced objections to the testimony of Ron D'Acchioli, Deputy Director, San Jose Fire Department and Catherine Noonan, Senior Analyst, San Jose Fire Department. The City's request was overturned.

Testimony was heard from San Jose Fire Chief William McDonald.

Parties engaged in a sidebar from 6:48 p.m. to 6:56 p.m.

Continued testimony was heard from Fire Chief William McDonald.

Senior Deputy City Attorney Nkia Richardson moved to enter exhibits into evidence.

At 7:40 p.m., the Commission recessed and reconvened at 8:00 p.m. with Commissioners Brill, Smith, Akdeniz, Truitt, and Green present.

Continued testimony was heard from Fire Chief William McDonald.

Testimony was heard from Catherine Noonan, Senior Analyst, San Jose Fire Department.

Testimony was heard from Ron D'Acchioli, Deputy Director, San Jose Fire Department; Margie Zamora, San Jose Police Department; Rajesh Adoni, and Information Systems Analyst, Alan Wiley.

At 10:56 p.m., the Commission recessed and reconvened at 11:07 p.m. with Commissioners Brill, Smith, Akdeniz, Truitt, and Green present.

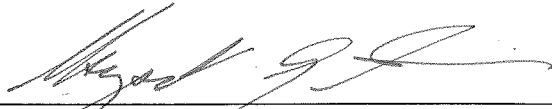
Testimony was heard from the Appellant, Geoffrey Cady.

Closing arguments were made by Ms. Richardson and Mr. Cady.

The Commission entered into Closed Session at 12:42 a.m. to deliberate. The Commission reconvened at 12:58 a.m., with Commissioners Brill, Smith, Akdeniz, Truitt, and Green present.

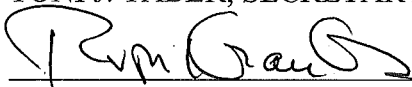
Following deliberation and discussion, the Commission unanimously reached the determination to overturn Charge #1, citing that the City had not met its burden of proof; Charge #2 was upheld, but the Commission questioned the level of discipline; the Commission further upheld Charges #3 - 4, citing termination as appropriate, and upholding the termination of Geoffrey Cady.

The Commission adjourned at 1:00 a.m. to continue to hear the appeal of dismissal of Mike Rogers, Maintenance Worker I, Department of Transportation, on April 30, 2013 at 6:00 p.m.



MARGARET AKDENIZ, PRESIDING OFFICER

ATTEST:  
CIVIL SERVICE COMMISSION  
TONI J. TABER, SECRETARY



Ruth Krantz, Deputy Secretary